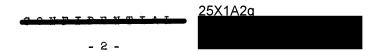
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Country	/Haiti/Do	minican Republic/Behama	.s	REPORT NO.		
SUBJECT	/ 11/11 - 1 / 2 -		<b>Marrar</b>	CATE D TRIBUTED		
Wage	Scales a	nd Fringe Benefits	25X1Ā9a	AGES 2 NO. OF ENGLY.		
25X	1A6a	Contact:		SUPPLEMENT TO REPORT # 25X1A2g		
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Earl	y 1955	events or conditions described in rep	port existed)	- 1 1 # R - 1		
		Early 1955		25X1X6		
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١,	T	and seem seems an Orbo	one or follows:			
1.	In a gen	eral way wages in Cuba		US\$3.50 per 8-hour day		
		Farm Labor Mine Labor at Nicaro		1 - 1		
		Havana Construction				
		Carpenter, Nicaro	7.00 p	•		
		Havana	10.00 p	er day		
	The foll	owing specific wage rat	tes are from Nica:	ro:		
		Base pay from	<b>US\$</b> 2.50 to	o US\$3.00 per 8-hour day		
		Helper	3.25 p	er 8-hour day		
		Truck Driver		o US\$4.00 per 8-hour day		
		Cab Driver		er 8-hour day		
		Shovel Runner		er 8-hour day er 8-hour day		
		Mechanic	q.00. p	er o-nour day		
2. The copper mine at Matahambre has operated for many years on a sliding wage scale based on the market price of copper. Due to the workings of this sliding scale, underground miners at Matahambre are now earning an average of about US\$12.00 per day which makes them the aristocrats of Cuban labor. They pay a two percent income tax in this bracket. The labor bonus is refigured every two weeks based on the price of copper and the production record. Payroll extras are as follows:						
1		Maternity Fund - 1/2/8				
	Retirement Fund - from 0 up to 3 to 5% depending upon the industry.  There is no retirement fund in the mining industry					
·	at present.  Christmas Bonus, which is customary rather than legally required,					
	from 0 to 30 days pay per year.  Over-Time - Generally, time and one-half over an 8-hour day or over a 44-hour week with some contractural variation.					
ŧ		Annual Paid Vacation Night Shift Different Sick Pay - nine day	n - One month, fi ntial - None. s maximum per yea	gured as 1/11, which equals 9.09% r at the rate of three days per		
1 22		Industrial Accident		e is no government fund, but the igations. An oil company pays		
		U	S\$15.00 per year	per employee.		
				JUN 13 1300		
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The total of these things is about 20% over base wages. There is an additional feature of the labor laws in that an employee cannot be discharged without involved and costly procedure. Thus, a new project must exercise great care not to hire excess employees. The employer has some protection, being able to discharge a new employee for cause within a six-month probationary period.

- 3. Haitian labor is very unsatisfactory and non-productive. The minimum wage established for private employers is US\$0.70 per day; for government it is US\$1.00 per day. However, the government has been paying some of its employees US\$0.50 per day. The average pay for general employees in Port-au-Prince is about US\$1.00 per day. This would be the average for a truck driver. Skilled workers such as carpenters would receive about US\$2.00 per day. However, the US contractor on the Artibonite River dam project, in order to attract a better class of worker, have been paying dragline and bulldozer operators up to US\$0.70 per hour and about US\$2.00 per day for truck drivers. The above pay is for a 48-hour week. Although it is normal to work six eight-hour days, it is possible to work 10-hour days with a shorter day on Saturday. The law provides for timeand-one-half for overtime. After a year of service, the employee is entitled to 15 days leave and 15 days sick leave. The law also provides for a la-hour rest period at mid-day. Fringe benefits average about 10% of pay. Although unions are legal, there are as yet none outside Port-au-Prince, and the formation of unions is discouraged.
- 4. Following are typical daily wages in the Dominican Republic:

Common labor (country)	us\$0.60 - us\$1.20
" (city)	1.50
Truck driver	2.00
Carpenter	4.00

These rates apply to a 48-hour week of six eight-hour days. Overtime pay is granted on a contractual basis generally averaging about 30%. The national union, Confederacion de Trabajadores Dominicanos, is well controlled by the government.

- 5. Following are the general fringe benefits:
  - (a) An annual paid vacation of two weeks a year and proportional paid vacations for fractions of a year.
  - (b) Terminal pay: An employee must be given either 24 days advance notice of termination or 24 days pay. In addition, severance pay is granted on a sliding scale from two months pay for 1-2 years work up to one year's pay for 20 years service.
  - (c) Social security payments average about five percent.
  - (d) Industrial accident cases receive half pay as compensation during limited periods.
  - (e) Christmas bonuses average about one-month's pay.
- 6. Following are characteristic wage scales in the Bahamas:

Government common labor	14 s per day	
Contractors common labor	16 s per day	
Government semi-skilled labor	16 to 18 s p	er day
Contractors semi-skilled labor	18 s to <b>L</b> l p	er day
Ordinary carpenters	35 to 40 s p	er day
Skilled carpenters	45 to 60 s p	er day
Mechanics, plumbers and truck of	rivers 6 to	8 s per hour
Painters		L2 per day

This is all based on an eight-hour day and a 44-hour week with time and one-half for overtime over 44 hours per week.

